Learning Support Assistant – Person Specification

Attributes	Essential	Desirable	Assessed
Qualifications & Experience			
Successful experience working with young people in a school environment.	x		A R
Excellent reading and writing skills.	x		A R
Good Numeracy skills.	x		A R
Evidence of commitment to professional development.	x		A R
Good working knowledge of ICT to support learning.	X		A I R
Communication			
Ability to write detailed reports, letters etc.	x		A I R
Ability to use clear language to communicate information unambiguously.	X		A I R
Ability to listen effectively.	x		I R
Working with students			
Ability to demonstrate effective implementation of the schools' behaviour management policy.		x	A R
Ability to support vulnerable young people and those with SEN.	x		A I R
Good understanding of the school curriculum.	x		A I R
Knowledge of literacy/numeracy strategies.		x	A I R
Good understanding of the general aspect of child development.		x	A I R
Understand and support the importance of physical and emotional wellbeing.	x		A I R
Working with others			
Understand the role of others working in and with the school.	x		A I R
Understand and value the role of parents and carers in supporting young people.	X		A I R
Ability to work effectively with a range of adults and understand the importance of teamwork.	x		A I R
Know when, how and with whom to share information.	x		A I R
Ability to follow instructions accurately.	X		A I R
Responsibilities			
The ability to prioritise, organise workloads and meet deadlines.	X		I R
Ability to manage own time effectively.	x		I R
Demonstrate a clear commitment to develop and learn in the role	X		A R
Knowledge of general school policies and procedures including health and safety.		X	I R
Personal Qualities			
The ability to inspire, challenge and motivate young people to achieve high goals.	x		A I R
A 'can do', resilient attitude.	x		A I R
Ability to deal with young people and adults with sensitivity and good humour at all levels.	x		A I R
Supportive of the school's ethos and policies.	x		A I R